

GSG

Labor Supply Certification

State of Nevada
Executive Summary



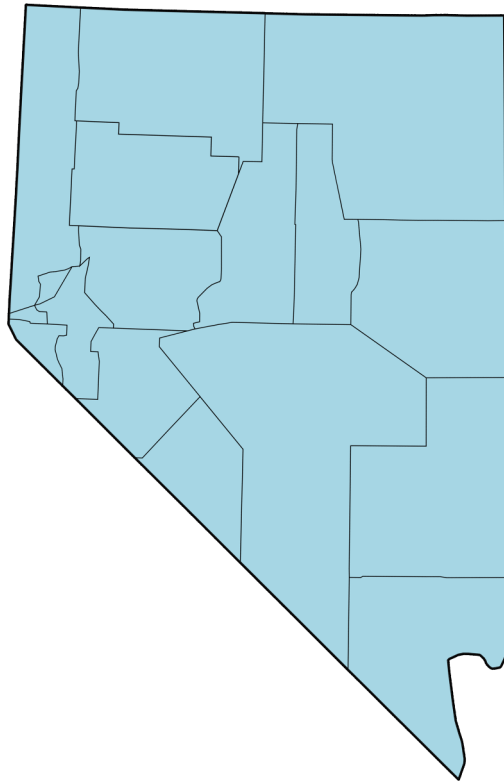
Underemployment

Available Skills

Desired Wages

State of Nevada Labor Supply Certification

Partners in Economic Development



Nevada Governor's Office of
ECONOMIC DEVELOPMENT

For Opportunity and Growth

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Executive Summary

Introduction

The Nevada Governor's Office of Economic Development commissioned a Labor Supply Study to measure the amount and quality of potential employees across all of Nevada's sixteen counties and the independent city of Carson City—the area labor market (ALM)—shown here by proportion of the state's available workforce. Every county in the state was surveyed and is represented in this study. In order to provide the most accurate and comprehensive analysis of the state's workforce, special attention was placed on ensuring that responses from six distinct cohorts were collected in every county (Males and Females across ages 18-29, 30-54, and 55-64).

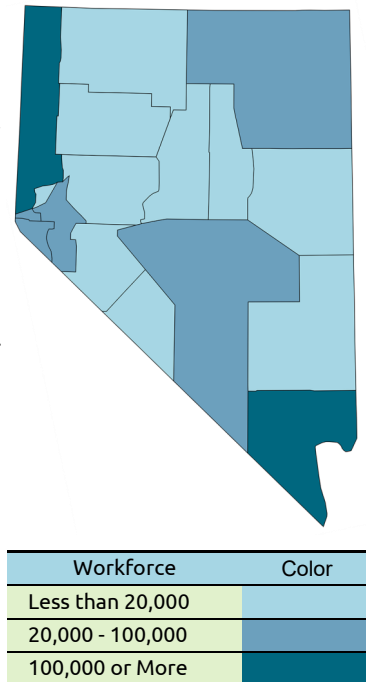
The findings from this survey are based on a type of stratified random marketing and social media campaign of more than 2,200 adults living in the Nevada ALM. The Nevada Governor's Office of Economic Development contracted with Growth Services Group (GSG) to design and administer the Labor Supply Study. All adults, whether working or non-working, between the ages of 18 and 64 were considered in this study. In an effort to capture as broad and varied a sampling as possible, GSG conducted the survey phase using multiple methods of soliciting participation including a robust social media campaign, offering a Spanish version of the survey, reaching out directly to members of the workforce through multiple platforms, and partnering with over 100 partner organizations including 44 Chambers, 39 economic development groups, 7 tourism and travel boards, and multiple community colleges, among others. At each step of the process, data validation methods were employed to strengthen data integrity and ensure the sampling reflects the total census 18-64 population throughout Nevada as reliably as possible.

When all respondents are included in the analysis, the survey aggregate results have a margin of error as low as 2.1 percent at a 95% confidence level. Further, careful attention has been given to collect sufficient, varied responses such that when all respondents in a single sex or age cohort are aggregated, the results have a margin of error as low as 4.0 percent. Margin of error varies by question depending on number of responses and question options; very granular data points such as years of work experience for a single occupation will have a higher margin of error.

The primary purpose of the Nevada Labor Supply Study is to determine the number of workers available for employers considering expansion and major investment in the state. The Total Available workforce represents respondents who indicate they are either looking for employment or would consider changing jobs for the right employment opportunities. The key advantage of a Labor Supply Study is that it provides a more comprehensive view of the pool of potential workers by including workers excluded from the civilian labor force. In addition, given the unprecedented impact of the Covid-19 pandemic on the worldwide economy and more specifically the workforce, this study provides timely data that reflect the state of the workforce today to aid in data-driven decision making critical to Nevada's economic response to Covid-19 .

Findings in this study are based on primary research and will vary from generally available data sources due to differences in objectives, methodologies, and dates of data collection. As an example, this study identifies 508,500 people in the Not Employed subset which includes both unemployed as defined by BLS (those who are seeking employment) as well as those that are not looking but are willing to accept the right opportunity who are not covered in the BLS definition.

Available Workforce in Nevada by County



General Findings, Opportunities, and Challenges

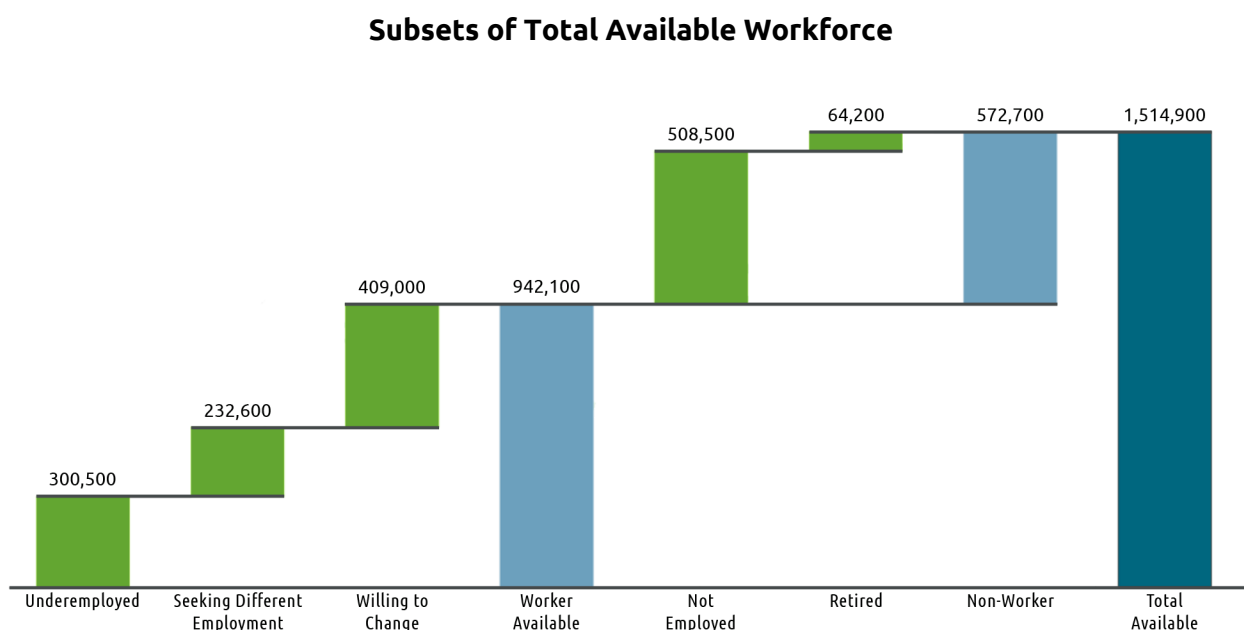
This Labor Supply Certification Study demonstrates that Nevada provides a stable and productive workforce that is significantly underutilized and considerably impacted by the Covid-19 pandemic. The availability, education, and skills of the workforce add value and competitiveness to the area labor market.

The waterfall chart below shows the Total Available workforce in Nevada's ALM. The Total Available workforce in Nevada consists of 1,514,900 people, including 942,100 Worker Available and 572,700 Non-Worker Available. The chart visualizes the proportion of each subset in the Worker Available and Non-Worker Available cohorts; additionally, the proportion of Worker Available and Non-Worker Available as subsets of the Total Available workforce is shown. This visualization highlights the highest-level workforce stratification in the state as determined by this study and aids in understanding the relative size of each subset of the Total Available workforce.

A subset of the Total Available workforce of interest to many employers undertaking a large scale hiring effort are those who are identified as Underemployed. These individuals are currently working, would take a better job if offered, and they possess the skills, education, and experience to qualify them to do so. Of the 1,514,900 people in the Total Available workforce, 300,500 are considered Underemployed.

Of particular interest for workforce development efforts, the Seeking Different Employment subset is made up of those workers who are actively seeking different employment but who are not considered part of the Underemployed due to a lack of knowledge, skills, and abilities. These 232,600 workers have a strong desire to move beyond their current employment but may need assistance to become qualified for their next opportunity. Because these workers are employed, they often do not qualify for career advancement assistance due to work or income limitations.

With the right opportunities, the Nevada Labor Market appears poised to provide the talent necessary for the growth of new and existing businesses representing regional, national, and international markets. Nevada provides advantages such as easy access to both two and four-year education institutions throughout the ALM, a large and diverse workforce talent pool with an easy commute to labor market centers and provides the cost advantages of rural settings coupled with the accessibility of an international destination.



Covid-19 Pandemic Impact

67 percent of Nevada's Not Employed subset (339,600 of 508,500) indicate that they are not working "as a direct result of Covid-19." Among them, just 25 percent believe they will be able to return to their previous employer. 17 percent of the Not Employed workforce ranked Children Home due to Virtual Schooling as one of the primary factors preventing them from finding a job.

Teleworking

Workers reported that 24 percent of employers added or expanded telework options as a result of Covid-19. Further, 18 percent of workers report that they began teleworking as a result of the pandemic and 34 percent of them expect to continue teleworking after the pandemic. These new teleworkers join the 6 percent of the workforce that reports teleworking prior to the pandemic to make up a combined 12 percent of the future post-pandemic workforce that expects to telework.

Income Changes

In light of Covid-19, 56.0 percent of the total workforce expect their household income to significantly decrease or decrease; another third (32.7%) of the workforce expects their income to remain flat in 2020; and just 11.3 percent expect their 2020 household income to increase.

Reason Can't Find Job

Of those Not Employed, 65 percent state job availability as a primary factor preventing them from finding work, 39 percent of the Not Employed identified at least one factor related to a lack of education, skills, or certification as preventing them from finding employment.

Job Loss

Of the 646,200 members of the Non-Worker workforce (whether Available or not), 352,800 (55%) are identified as currently not employed as a direct result of Covid-19. The majority (81%) of these 352,800 cite a major layoff, workplace closing, or other termination as the specific reason for not being employed.

In addition to significantly changing the workplace environment, the Covid-19 pandemic has changed the home life of much of the workforce. This study estimates that 96,100 members of the workforce are unable to work due, at least in part, to children being home for virtual schooling.

Telework Options

Telework Changes	
Added	14%
Expand	9%
Remained the Same	3%
Not Offered	74%

Telework Adoption

Telework Status	
Already Teleworked	6%
Began Teleworking and Will Continue	6%
Began Teleworking but Will Return to Office	12%
Do Not Telework	76%

Expected Income Change

Significantly Decrease	15%
Decrease	16%
Stay the Same	6%
Increase	14%
Significantly Increase	4%

Primary Factors Preventing Employment

Job Availability	65%
Lack Necessary Skills	22%
Children Home due to Virtual Schooling	17%
Not Interested/Other	16%
Lack Industry Certification/Credential	16%
Lack College Degree	16%
Transportation	12%
Lack of High School Diploma	11%
Child Care	10%
Compatibility/Personality	6%

Multi-select options, percentages will not total to 100%

Additional Workforce Availability Findings

The workforce availability findings reflect the views and perspectives of people between the ages of 18 and 64 who would consider seeking or changing employment. This group represents the supply side of the workforce market. The overall findings are as follows:

- About 52 percent (1,514,900 persons) of the census population estimate in the overall Nevada ALM is considered to be in the Total Available workforce.
- Approximately 20 percent of the Total Available workforce are Underemployed (300,500).
- The Underemployed provide the best opportunity for potential applicants. They represent a subset of the Total Available workforce that is normally more experienced, better educated, and more motivated than the Total Available workforce in general.
- 232,600 workers are Seeking Different Employment but lack the experience, knowledge, skills, and/or abilities to be considered part of the Underemployed. These workers may need assistance to become well qualified for their next opportunity.
- 63 percent of those Seeking Different Employment are in the Services sectors.
- It is estimated 409,000 workers in the Worker Available subset of the Total Available workforce are Willing to Change jobs if the right opportunity arises however they are not seeking different employment nor are they considered underemployed.
- 39 percent of the Not Employed identified a lack of education, skills, or certification as a primary factor preventing them from finding employment.
- 610 survey respondents opted to provide personal contact information to learn more about training opportunities. This demonstrates a strong desire in the workforce to develop new skills and take part in career development.
- The Non-Worker Available segment of the Total Available workforce is comprised of 64,200 Retired, and 508,500 Not Employed.
- 67 percent of Nevada's Not Employed workforce indicate that they are not working as a direct result of Covid-19.
- The education level of the Total Available workforce includes 64 percent with at least some college education and 94 percent with at least a high school diploma.
- The overall average age of the Total Available workforce is 40. The average age of the Worker Available workforce by occupational cluster is 42 for management, 37 for production/repair/installation, 39 for professional/technical, and 39 for service sector.
- The top motivators for changing jobs among those open for the right opportunities are 70 percent salary, 69 percent health benefits, and 43 percent retirement benefits.
- A majority, 91 percent, of the Worker Available workforce stated they are willing to work outside of their primary field of employment (i.e., those in manufacturing would be willing to work in the service sector, etc.).
- The average years on the job for the Overall ALM is 8.6 years which reflects both a stable and mature workforce.